

17 April 1978

Status of DCI/DDCI Topics in Personnel

A. Agency Notice	
Board and Panel Functions	
Minimum promotion targets and promotion guidelines	Covered in DDCI memo.
Standard promotion schedules	No DDCI action on target rates, but "plans" are being coordinated with the Career Services
Implementation of 3% selection out	Review Staff is examining
B. Cross-Directorate Rotation	Ordered in DDCI memo; Career Service implementing actions required
C. PDP revision	Guidance needs clarification. Review Staff is to examine. Will affect APP and PDP.
D. Specialist and super analysts	RS will revise instructions and format
E. Performance appraisal	PMCD will support D/Pers in fielding this one
F. Creation of OP monitoring unit	RS action
G. Redo of the promotion regulation	DD/P&C has sent up a memo
STAT H. <input type="checkbox"/> revision	RS action; the redo may be affected by other pending actions on this list.
I. Two-grade promotion	Done by RS
J. Supergrade orientation course	The objective is to speed up promotion of junior professionals. This can be achieved by the use of the appropriate promotion rate targets.
K. Secretarial panel	OTR is working this one
	Approved by DDCI, presumably on basis of earlier P&C paper

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Additional followup actions related to DDCI paper to DD's

OP

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|---|---|
| 1. Assist Career Services to set promotion targets | Being done |
| 2. Modify <input type="text"/> or provide further centralized guidance | Premature now until impact of other actions is more clear |
| 3. Work with CS's to establish uniform promotion schedules for all CS's | RS is working this |
| 4. Assist CS's to prepare additional promotion criteria by 15 May | Needs urgent definition of OP roles. We see this as a long-term project related to specification and validation of promotion criteria |

Monitor CS actions

1. Establishment of quantified promotion plans
2. Application of 3% rule
3. Establishment of review panels related to selection out.
4. Conferring of new authorities to boards and panels (for promotion, development etc.)
5. Establishing the immutability of board/ panel recommendations
6. Revision of regulations and handbooks as necessary
7. Assist CS's to establish control mechanisms with reference to promotion plans, boards/ panels, guidances, etc.